

**Memorandum of Understanding
Between
Montana Probation and Parole
and
Montana Federation of Probation and Parole Local 4464**

The Montana Probation and Parole Regions will implement a program allowing Adult Probation and Parole Officers (PO) to volunteer for on-call. This program provides service and convenience to local law enforcement to contact the on-call Officer rather than locating the offenders supervising Officer. The program also provides compensatory time to participating officers in a region.

Regions will form a Local Office Labor/Management Committee (LOLMC) from within that respective region and have the on-call program in place on or before April 15, 2011. The LOLMC will be composed of an equal number of Federation and management representatives. Federation members will be appointed by the President or designee. All decisions made by the LOLMC will use the consensus model. All decisions regarding participation in the on-call program lay entirely within and only under the authority of the LOLMC. Each region has the authority to customize its on-call program and ensure sufficient participation and coverage.

On-call officers will be provided a take home state vehicle, cell phone, lap top, and other necessary equipment to perform the duties of the on-call officer.

The on-call phone number will only be given to local law and other collateral agencies and will not be for offender use.

On-call officers will be required to answer the telephone during on-call hours.

Any on-call officer that issues a verbal warrant will be responsible for following up with a written warrant to the jail of detainment within 12 hours and will staff arrest with the supervising Officer as soon as possible. If the offender's supervising Officer is unavailable, the arresting officer will staff offender with a Supervisor before the 72 hour hold expires.

While on-call Officers will be restricted from using alcohol or drugs that affect their driving per DOC policy 1.3.49(D) Vehicle Operations - No person may operate any vehicle for state business while under the influence of alcohol, illegal drugs, improperly used prescription drugs, or properly used prescription drugs that affect the person's ability to safely operate the vehicle.

Officers who are unable to cover a portion of their on-call week will be responsible for finding their own coverage.

Officers will not be allowed to cover consecutive on-call weeks.

Equal compensation for all regions will be in the form of 16 hours of on-call compensatory time. Compensatory time will be calculated at the rate of two hours for weekdays and three hours for weekends and holidays. Officers should insure that their compensatory time is sufficiently

below 40 hours prior to their on-call week. The 16 hours of on-call compensatory time only covers the telephone calls, associated computer work including e-mails and faxing documents. An officer responding to a call-out will be compensated with compensatory time, with a minimum of one hour of compensatory time per call-out as per Article 7 Section 9 of the Collective Bargaining Agreement.

If an Officer is on-call and responds to a call-out but is already working alternate hours on the regular shift, such as 10:00 am – 9:00 pm, then calls received during their alternate hours would not be considered compensatory time.

On-call Officers will be approved by the Regional Administrator or POII and must meet the requirements of the firearms policy to be able to make an arrest.

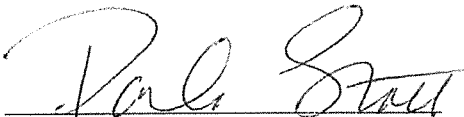
Nothing in this Memorandum of Understanding or the on-call program shall be in conflict or supersede any provision of the Collective Bargaining Agreement.

Forthcoming provisions, practices or policies related to the on-call program not included in this Memorandum of Understanding shall be mutually agreed upon in writing by the Federation President and the Bureau Chief. In no case, shall forthcoming provisions, practices or policies be in conflict or supersede any provision of this Memorandum of Understanding.


This Memorandum of Understanding will be reviewed jointly by the Federation and management before 30 June 2011. After the review, unless mutually agreed upon to continue, this Memorandum of Understanding shall expire on 30 June 2011.

Agreed to and signed this 3rd day of May 2011.

FOR: STATE OF MONTANA



Paula Stoll, Chief
State Office of Labor Relations

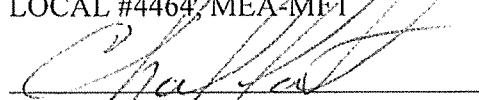


Mike Ferriter, Director
Department of Corrections

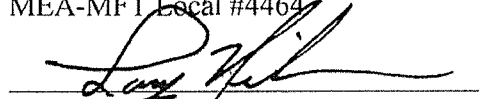


Pam Bunke, Administrator
Adult Community Corrections

FOR: MONTANA FEDERATION OF
PROBATION AND PAROLE,
LOCAL #4464, MEA-MFT



Charlie Martin, President
MEA-MFT Local #4464



Larry Nielsen
MEA-MFT Field Consultant